

**CIVILIAN POLICE OVERSIGHT AGENCY BOARD
COMMUNITY OUTREACH SUBCOMMITTEE**

Chantal Galloway, Chair

Doug Mitchell

Eric Nixon

Edward Harness, Esq., Executive Director

Amanda Bustos, Community Engagement Specialist

**CPOA BOARD
COMMUNITY OUTREACH SUBCOMMITTEE
Tuesday, January 26, 2021- 3:00PM
Video Conference**

Members Present:

Chantal Galloway
Doug Mitchell
Eric Nixon

Members Absent:

Others Present:

Edward Harness, CPOA
Amanda Bustos, CPOA
T. Garcia, SW CPC

MINUTES

I. Welcome and Call to Order- *Chantal Galloway, Chair*

- a. Chair Galloway called the meeting to order at 3:00 pm.

II. Outreach Mission Statement

- a. Chair Galloway read the mission statement. "Outreach will promote the mission of the CPOAB and be the bridge for communication with the community."

III. Approval of the Agenda

- a. Agenda was approved.

IV. Public Comment

- a. None.

V. CPC Update

- a. Director Harness provided update on CPCs. Discussed availability of community mediation services for CPC's. CPC Guidelines to be submitted to City Council next week. The CPC liaison, Kelly Mensah has officially started with the Agency and has his own Zoom license account for the CPC's. CPOA and CPC organizational chart was discussed. CPC's are planning for a working meeting Summit on February 27th. T. Garcia from the SW CPC introduced herself and provided her contact

information as an additional resource to the Board.

VI. Follow Up on CASA Executive Summary

- a. CASA executive summary was presented. See Attachment A. Although document was helpful, subcommittee would like to have an “elevator speech” document to explain what CPOA/CPOAB paragraphs say to general public for better understand. Outreach Summary draft was also presented. See Attachment B.

VII. Follow Up on Media Policy

- a. Resources were emailed to Member Nixon to help create media policy for Board.

VIII. Outreach Efforts with City Council

- a. Meetings with Councilor Borrego and Councilor Sena.

IX. CPOA New Board Member Onboarding

- a. Discussed creating a possible questionnaire. Board members would like to ask what areas of the board are confusing? During the first 6 months, what do Board members need to know to ensure a successful onboarding. Director Harness to propose list of timelines that would help Board members with onboarding training goals.

X. Other Business

- a. None.

XI. Confirm Next Meeting- Tuesday, February 23, 2021 @ 3:00 pm.(4th Tuesday of every month)

- a. Next meeting confirmed. February 23, 2021 at 3:00 pm.

XII. Adjournment

- a. Meeting adjourned at 4:15 pm.

Attachment A

CIVILIAN POLICE OVERSIGHT AGENCY (CPOA) & THE COURT APPROVED SETTLEMENT AGREEMENT (CASA) EXECUTIVE SUMMARY

The CASA serves as the foundation to protect the community and officers, while promoting fully constitutional and effective policing, and delivering high-quality police services. The reforms in the Settlement Agreement are consistent with national best practices and could be utilized as a new national benchmark.

Key elements of the CASA include:

1. Use of Force- policy reforms, reporting, reviewing and investigating
2. Additional Training- for use of force situations, crisis intervention, and Field Officers
3. Staffing and Accountability- including additional accountability measures and a monitor
4. Recruiting, Selection, and Promotions- adding layers of evaluations into the promotion process
5. Community Engagement and Oversight
6. Implementation/Compliance Timeline

This Agreement commits the City to a unitary and independent Civilian Police Oversight Agency. In turn, the CPOA and the CPOA Board have been tasked to reach and maintain Operational Compliance for 43 out of 344 paragraphs written in the CASA. The Independent Monitor is tasked with overseeing the compliance efforts of the CASA using the following evaluation measures:

1. [Primary Compliance:](#)
2. [Secondary Compliance:](#)
3. [Operational Compliance:](#)

Helpful Documents:

- [Settlement Agreement- Official](#)
- [Settlement Agreement- Original Summary](#)
- [smartCASA](#)

	CPOA CASA Paragraphs	CPOA Paragraph in Detail	Operational Compliance
1.	#64	Training Internal Affairs Bureau	Yes
2.	#162	Accountability for Conduct	Yes
3.	#164	Public Information on Civilian Complaints	Yes
4.	#165	Availability of Complaint Forms	Yes
5.	#172	Acceptance of Anonymous Complaints	Yes
6.	#174	Allegations of Misconduct by Civil or Criminal Judicial Officers	Yes
7.	#175	Tracking Allegations Made by Homeless or Mentally Ill	Yes
8.	#176	Centralized Numbering System for IAB and CPOA Complaints	Yes
9.	#179	Civilian Complaints to be Referred to CPOA by IAB	Yes

10.	#183	<u>Investigations Thorough and Reach Reliable Conclusions</u>	Yes
11.	#184	<u>Complaint Investigations Documented in Writing</u>	Yes
12.	#185	<u>Officers Required to Cooperate with IAB/CPOA Investigations-</u>	Yes
13.	#187	<u>Advisement of Fifth Amendment Rights for Officers</u>	Yes
14.	#188	<u>Notification and Processing of Criminal Conduct by APD Officers</u>	Yes
15.	#190	<u>Requirement to Consider All Relevant Evidence</u>	No
16.	#191	<u>90 Days to Complete Administrative Investigations</u>	No
17.	#192	<u>Acceptable Dispositions</u>	No
18.	#196	<u>Anti-Retaliation Policy</u>	Yes
19.	#198	<u>Staffing Levels at the IAB CPOA</u>	Yes
20.	#200	<u>Initial Training Required for CPOA Investigators</u>	No
21.	#271	<u>Responsibilities of CPOA</u>	Yes
22.	#272	<u>CPOA Independence</u>	Yes
23.	#273	<u>Membership of CPOA Membership</u>	Yes
24.	#274	<u>Initial Training for CPOA</u>	Yes
25.	#275	<u>On-Going Training for CPOA</u>	Yes
26.	#276	<u>Field Training for CPOA</u>	Yes
27.	#277	<u>Resources for CPOA</u>	Yes
28.	#278	<u>Budget for CPOA</u>	Yes
29.	#279	<u>Investigative Staff for CPOA</u>	Yes
30.	#280	<u>CPOA Complaint Intake and Processing</u>	Yes
31.	#281	<u>CPOA Investigative Case Assignment and Processing</u>	No
32.	#282	<u>CPOA Access to Needed Documents</u>	Yes
33.	#283	<u>Access to Records by CPOA</u>	Yes
34.	#284	<u>Confidentiality Protocols at CPOA</u>	Yes
35.	#285	<u>CPOA Recommended Discipline</u>	Yes
36.	#286	<u>Documentation of CPOA Findings at APD</u>	Yes
37.	#287	<u>Appeals of CPOA Findings</u>	Yes
38.	#288	<u>CPOA Recommendations Regarding APD Policy and Training</u>	Yes
39.	#289	<u>Chief's Documentation of Reasons Declining Policy Changes</u>	Yes
40.	#290	<u>CPOA Public Meetings</u>	Yes
41.	#291	<u>CPOA Community Outreach</u>	Yes
42.	#292	<u>CPOA Semi-Annual Reports</u>	No
43.	#293	<u>CPOA Ordinance</u>	Not Monitored

Attachment B

MISSION STATEMENT

“Advancing Constitutional policing and accountability for APD and the Albuquerque Community.”

BRIEF HISTORY

- 1978- First Police Advisory Board (PAB) was created by City Council to provide civilian oversight.
- 2012- DOJ investigated APD’s policies and practices and excessive use of force was determined.
- 2014- City Council abolishes the Police Oversight Commission (POC) and Independent Review Officer (IRO), establishing the new CPOA ordinance creating the current CPOA Board. The DOJ and the CABQ enter into what is known as the CASA.

The CPOA is an independent Agency lead by the Executive Director. The CPOA budget is recommended and proposed to the Mayor and City Council during the city’s budget process.

The purpose of the CPOA is to foster and perpetuate policies and practices that effectively maintain social order and at the same time foster mutual trust.

Police Oversight is designed to provide civilians and police officers a fair and impartial system for the investigations and findings on civilian police complaints.

IMPORTANT RESOURCES

- [Court Approved Settlement Agreement \(CASA\)](#)
- [CPOA Ordinance](#)
- [CPC Ordinance](#)
- [CPOA Complaint & Commendation Form](#)

AGENCY STAFF

Executive Director

Four Investigators, Data Analyst, Senior Admin, POB Admin Assistant, Community Engagement Specialist, CPC Liaison, CPC Liaison Assistant

CPOA BOARD

Nine at-large Volunteer Members Selected by City Council



cpoa@cabq.gov



505-924-3770



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[@ABQ_CPOA](https://twitter.com/ABQ_CPOA)

www.cabq.gov/cpoa

VOLUNTEER OPPORTUNITIES

- [CPOA Board](#): Contact Stephanie Yara at syara@cabq.gov
- [Community Policing Council \(CPC\)](#): Contact Amanda Bustos at abustos@cabq.gov